



MONTGOMERY COUNTY FIRE AND RESCUE SERVICE

FIRE AND RESCUE COMMAND BENCHMARKS FOR CERTIFIED UNIT and CHIEF OFFICERS

Evaluation Date: _____

Name: _____ Rank: _____ Assignment: _____

Check (✓) one

- ☐ Evaluation of a Specific Incident
or
☐ Overall Evaluation

Check (✓) only those that apply
Incident Management Positions being
Evaluated:

- | | |
|---|---|
| <input type="checkbox"/> Fire Chief | <input type="checkbox"/> Lieutenant |
| <input type="checkbox"/> DOC 200 | <input type="checkbox"/> EMS Captain |
| <input type="checkbox"/> VDOC 201 | <input type="checkbox"/> EMS Lieutenant |
| <input type="checkbox"/> LFRD Chief | |
| <input type="checkbox"/> MCFRS Assistant Chief | |
| <input type="checkbox"/> Battalion Chief | |
| <input type="checkbox"/> Rostered Chief Officer | |
| <input type="checkbox"/> EMS Battalion Chief | |
| <input type="checkbox"/> Captain | |

Explanation of Quality Evaluation:

- | | |
|------------|---|
| 1 | Exceeds requirements |
| 2 | Meets basic requirements |
| 3 | Improvements are necessary
and are identified in Section V |
| N/A | Category does not apply to
this evaluation |

SECTION I: Common Incident Management Skills

A. Communications

	1	2	3	N/A
1. Maintains a clear, controlled radio voice				
2. Delivers concise radio messages				
3. Communicates effective descriptions of conditions and actions				
4. Radio messages are well-paced and organized				
5. Progress reports are timely and well-prioritized				
6. Requests timely assistance when needed				
7. Gives task/objective oriented assignments				
8. Transmits appropriate benchmarks of completion				
9. Provides effective face-to-face briefings				
10. Demobilizes units in a timely manner				

Comments: _____

B. Safety

	1	2	3	N/A
1. Operates an effective Safety Section				
2. Manages personnel accountability				
3. Monitors welfare of personnel				
4. Monitors work progress				
5. Identifies and communicates safety problems				
6. Safe, effective commitment of personnel				
7. Provides ventilation/lighting/rehab and other support activities				
8. Demonstrates proactive approach to safety				
9. Rotates units effectively from rehab and staging				
10. Other (specify)				

Comments: _____

C. Coordination and Interaction

	1	2	3	N/A
1. With Command				
2. Within area of responsibility				
3. With other officers				
4. With outside agencies				
5. Expresses appropriate, effective occupant/citizen/customer relations and services				
6. Demonstrates effective incident etiquette				
7. Other (specify)				

Comments: _____

D. Use of Resources

	1	2	3	N/A
1. Effectively uses Command Support Person				
2. Effectively uses MCFRS ICS worksheet				
3. Appropriately deploys units/personnel				
4. Makes timely requests for additional resources				
5. Appropriately recommits and decommits resources				
6. Effectively Controls and uses water supply				
7. Makes timely/effective/appropriate use of outside agencies				
8. Other (specify):				

Comments: _____

E. Decision Making and Planning

	1	2	3	N/A
1. Takes clear, quick assumption of Command				
2. Uses effective problem solving skills				
3. Makes effective delegation of task with objectives				
4. Maintains awareness of elapsed time and its relationship to action				
5. Proactive- plans ahead of needs				
6. Prioritizes needs				
7. Effectively uses staff specialists for planning				
8. Other (specify):				

Comments: _____

SECTION II: Factors and Skills Specific to Incident Commanders

	1	2	3	N/A
1. Takes clear, quick assumption of Command				
2. Makes accurate and on-going size-up				
3. Communicates orders effectively				
4. Identifies critical factors				
5. Selects proper strategy and develops appropriate plan				
6. Identifies and reacts to marginal situations appropriately				
7. Reviews, evaluates, and revises plan effectively and in a timely manner				
8. Communicates plan to Branches/Divisions/Groups				
9. Uses Talk Groups effectively				
10. Addresses tactical priorities appropriately; assigns task with objectives				
11. Develops an effective organizational structure; expands it appropriately				
12. Designates effective Divisions; assigns task with objectives				
13. Maintains appropriate span of control within organizational structure				
14. Accurately tracks Branches/Divisions/Groups, units, and personnel accountability				
15. Selects effective Command Post location				
16. Follows effective Transfer of Command procedures				
17. Makes effective use of the Command Vehicle				
18. Is flexible and improvises effectively				
19. Other (specify):				

Comments: _____

SECTION III: Circle Overall Evaluation of Performance (1= Highest Level of Performance):

1

2

3

SECTION IV: Description of Specific Incident/Part Played by Officer

SECTION V: Developmental and Performance Goals Established at Previous Evaluation and those Established for Next Evaluation Period (if applicable)

SECTION VI: Evaluator's Comments

☐ **Is credentialed as an Incident Commander having met the following Incident Command Competencies, OSHA 1910.120 (q) (6); NFPA 472; 1500; 1561; NIMS; MCFRS Safe Structural Firefighting SOP 24-07AMII, 2005**

Evaluated by: _____

Date: _____

Reviewed by: _____
(MCFRS Training Officer)

Date: _____

Chief being evaluated: _____

Date: _____

RECOMMENDED DISTRIBUTION:

Original – Comm. Dev. Training Ctr, File, Training Data Base Copy – Chief being evaluated Copy – PCAP Data Base